

Summary of Educational and Employment Backgrounds of Roy Edwin Norris

Education:

Morehouse College, A.B., 1937 (Major: Mathematics;
Minors: Physics and Education).

Howard University, Graduate School and School of Religion,
2 years (Majors: Philosophy and Theology)

Yale University, Divinity School, 1 year (Majors: Philosophy
and Theology).

New York School of Social Work, Columbia University, M.S. 1945
(Majors: Social Agency Administration and
Community Organization; Minor: Psychiatric
Case Work. Courses in Labor Relations were
included).

Part-time, Winter and Spring Quarters, 1947-1948, courses in
advanced International Social Work, Social
Security, Workers' Benefits.

Teachers College, Columbia University, 1948-1949. By June 1, all
requirements for Ph.D., in Intergroup Educa-
tion will be completed, except the disserta-
tion. Area of Specialization: Intergroup
Relations in Industry and Business (Courses
in Industrial Psychology included).

Other Formal Training:

Pendle Hill, Wallingford, Pennsylvania, Institute on World
Economics, Summer, 1936.

Swarthmore College, Swarthmore, Pennsylvania, Institute on
Race Relations, Summer, 1936.

Employment:

Stockboy, R. H. Macy & Co., New York City, Summer, 1934.

Student Assistant to the Registrar, Morehouse College, 1934-1937.

Library Clerk (part-time), Howard University, 1937-1938.

Pastor, First Congregational Church, King's Mountain, North
Carolina and Student Counselor, Lincoln Academy, King's
Mountain, North Carolina, Summer, 1938.

Reference Library Clerk (part-time), Sterling Library, Yale
University, 1938-1939.

Organizer - Teacher of (the first) English classes for the
foreign-born, Otisville, New York - under auspices of
the New York State Department of Education, 80 Center Street,
New York City, 1940-1941

Acting Activities Secretary, YMCA, 180 West 135th Street, New
York City, Summer, 1941.

Psychiatric Case Worker, Bureau for Men and Boys, Community Service Society, 287 Fourth Avenue, New York City, 1943.
 Assistant Manager, Bureau of Old Age and Survivor's Insurance, 318 East, Kingsbridge Road, The Bronx, New York, October, 1943 to January, 1944.
 Industrial Relations Director, New Jersey Urban League, 58 West Market Street, Newark, New Jersey, April, 1944 to June, 1948.
 Assistant Director, Brooklyn Training School and Home for Young Girls, 122 East 22nd Street, New York City, September 1, to December 1, 1948.
 Associate Director (part-time), New York Region, National Conference of Christians and Jews, 381 Fourth Avenue, New York City, December 1, 1948 to present.

Descriptive Summary of Experience as Industrial Relations Director
 of the New Jersey Urban League

My services were utilized as an industrial relations consultant by:

Radio Corporation of America (Miss Helen Bircher, Personnel Manager), Kearny, New Jersey.
 Western Electric Company (Mr. Floyd Shannon, Industrial Relations Director), Kearny, New Jersey.
 Congeloum - Mairn Company (Mr. Nydam, Personnel Manager), Belleville, New Jersey.
 Public Service Coordinated Transport Company - one of the three operating companies of Public Service Corporation of New Jersey - (Mr. Arthur Symington, Vice President, in charge PSCTC), Newark, New Jersey.
 Prudential Insurance Company of America (Mr. Robert Greene, Vice President), Newark, New Jersey.
 American Type Founders (Mr. Thomas Roy Jones, President), Elizabeth, New Jersey.
 L. Bamberger & Company (Mr. Philip Schindell, Personnel Manager), Newark, New Jersey.
 S. Kresge Company (Mr. Richmond, Personnel Manager), Newark, New Jersey.
 Special Toiletries Company (Mr. Schmidt, President), Irvington, New Jersey.
 Candle - Craft Company (Mr. Bolling Robertson, President), Newark, New Jersey.

Less closely knit and generally less frequent contact (not quite as a consultant) was experienced with such companies as the following:

Driver-Harris Company, Kearny, New Jersey.
 New Jersey Bell Telephone Company (Messrs. Chester Barnard and Willis, President and Industrial Relations Director, respectively), Newark, New Jersey.
 Worthington Pump & Machinery Company (Mr. McErlean, Personnel Manager), Kearny, New Jersey.

I worked very closely on numerous occasions with A. F. of L. and C.I.O. local, state, or international organizations. References: Mr. Carl Holderman, President, New Jersey State C.I.O. Council; Mr. Louis Marciano, President, State Federation of Labor.

An indication of my work and relationships with the city administration may be secured from Mayor Vincent J. Murphy, City Hall, Newark, New Jersey.

An indication of my work and relationships with the public schools of Newark may be secured from Mr. Frederick Landolphi, Director of Guidance, Board of Education, Greene Street, Newark, New Jersey.

As a result of general labor strife in the gray iron foundries in northern New Jersey I was called on to study and make recommendations concerning the foundry industry in northern New Jersey by the War Production Board, the War Manpower Commission, War Labor Board, Office of Naval Ordinance, the state office of the American Federation of Labor and the North Jersey Association of Gray Iron Foundries. A general paralyzing strike was avoided, harmony was reestablished between the several units of labor and management, and long-range improvements in the industry were clarified (though not even yet realized). Reference to this may be secured from Mr. George Phaus.

I worked closely with Chambers of Commerce, governmental agencies and private organizations or organized new organizations to help solve problems affecting production or workers. Reference to this: Mr. Wolmuth, Chamber of Commerce, Newark, New Jersey.

In the New Jersey Urban League I headed an employment bureau and a vocational guidance bureau. The former supplied Negro and Jewish unskilled, semi-skilled, skilled, and professional workers to approximately 500 firms and other organizations in northern New Jersey. Reference to this: Mr. Lester Granger, General Secretary, National Urban League, 1133 Broadway, New York City.

I averaged about ten public addresses each month, speaking to labor or management groups, community civic interest groups, state and local conventions, Kiwanis and Optimists Clubs, etc. Reference: Mr. Coit, City Editor, Newark Evening News, Market Street, Newark, New Jersey.

I negotiated the introduction of the first Negroes ever to work in the state of New Jersey as:

- (1) Platform men (bus drivers) for the Public Service Coordinated Transport Company.
- (2) Telephone operators with the New Jersey Bell Telephone Company - in over three years Negro central switchboard operators were placed in approximately 14 central exchanges in about 11 municipalities.
- (3) Sales-clerks in downtown (Newark) department stores.
- (4) Clerical workers (messengers, typists and stenographers) in the home office of Prudential Insurance Company of America.
- (5) First Negro production and personnel workers in about 18 industrial plants in northern New Jersey.

In every case there was not a single instance of intergroup friction, and morals was said to grow even higher. Each company felt its support of the venture and "carried the ball" with a high degree of skill and satisfaction.

Memoranda concerning activities during school years

High School -

Washington High School, Atlanta, Georgia - 3,700 students.

President, Hi-Y Club in grades 10, 11 and 12 successively.

President, Older Boy's Conference of Georgia.

President, Washington High School Student Government (which raised funds for the first "Honor Students' Trip" to the Chicago World's Fair - 1933) - the student government was a replica, or duplicate, of national government. The campaign was modelled after regular governmental elections, including an eight minute campaign speech I made over the local radio station.

Summer, 1933: Took the "Honor Students' Trip" to the Chicago World's Fair; also spent one week in Cincinnati, Ohio, where I took a conducted tour of youth and recreation agencies in the city and country. Also visited colleges in Ohio and Tennessee.

College -

Morehouse College, Atlanta, Georgia.

1933-1934: Member, Freshman Debating Team.

Secretary, Executive Council of the Forum.

President, Lampodas Club - fraternity pledge club.

Member YMCA.

1934-1935: Representative of Sophomore Class on Student Activities Committee.

Editor-in-chief of "M" Book.

Secretary, Student Activities Committee.

Secretary, Student body.

Vice President, YMCA Council

Reporter, Omega Psi Phi Fraternity

Member, Morehouse Symphony Orchestra.

Summer 1935: Clerk, office of the Director of Atlanta.

University Summer School.

Toured Florida, with a professor, visiting colleges.

1935-1936: Keeper of Records and Seals, Omega Psi Phi Fraternity.

Member, Science and Mathematics Club.

Secretary, Student Activities Committee, 2nd term.

Secretary, Student body, 2nd term.

Member, YMCA, Council

Student Volunteer Movement worker.

Summer, 1936: Member: American Friends Service Committee,

Volunteer Work Camp, 619 Kater Street, Philadelphia, Pennsylvania.

Student, Institute of Race Relations, Swarthmore College, Swarthmore, Pennsylvania.

Student, lectures* by Dr. Fritz Kunkel at Pendle Hill, Wallingford, Pennsylvania.

Hotel waiter, Long Island, 4 weeks.

* On World Economics